



## ***Casper Police Department***

### **Physical Fitness Performance Protocols**

Entry Level candidates will have to complete physical fitness tests to identify readiness for the position of Police Officer. The physical fitness tests are all pass/fail. Candidates must complete each test successfully (based on the Wyoming Law Enforcement Academy physical fitness standards calibrated to the 50<sup>th</sup> percentile) to continue on to the next test. Candidates will perform the following physical fitness test: One minute sit-ups, one minute push-ups and the 1.5 mile run.

**Sit-Up Protocol** During this test, you will lie on your back, with your knees bent at approximately a 90-degree angle. Your feet may be together or apart, but heels must stay in contact with the surface. A partner will hold your ankles. The tips of your fingers must stay behind the ears, although you may interlock your fingers if desired. When you hear "go", lift your upper body (head and torso) by bending at the waist, and moving your elbows to or past your knees. Return to the starting position, with your shoulder blades touching the surface. That will constitute one repetition. If you arch your back, lift your buttocks from the mat, move your finger tips forward of your ears, fail to touch the knees, stop to rest in the down position, or fail to touch your shoulders to the mat, you will receive a warning. For any subsequent violation, the repetition will not count. You will have one minute to complete the required number of sit ups. Your monitor will confirm the number you are required to do before you begin. We will announce 45, 30, 15 seconds and count out the last ten seconds.

### **Push-Up Protocol**

This test will begin with you assuming the front-leaning rest position by placing your hands on the surface just outside a straight line down from the shoulders. The back, buttocks, and legs must be in a generally straight line from the head to the heels. The feet may be together or up to twelve inches apart. Females may rest your knees on the mat with your legs crossed. When you hear "go", lower your body by bending your elbows until the tops of the upper arms, shoulders, and upper back are aligned and parallel to the ground. Return to the starting position by soft-locking your elbows. This constitutes one repetition. You may rest in the up position. If you do not keep your body relatively straight, arch your back, or fail to lock out your elbows, you will receive a warning. For any subsequent violation, the repetition will not count. Your monitor will confirm the number you are required to do before you begin. We will announce 45, 30, 15 seconds and count out the last ten seconds.

### **1.5 Mile Run Protocol**

Candidates will line up behind the starting line. 1.5 miles will consist of 7 ¾ laps around the mezzanine level of the Casper Events Center. At the command "go" start running. Your goal is to complete the 1.5 miles as fast a time as you can. As you complete each lap, your time and number of laps let will be announced. You may run alongside another runner for help with the pace, but you may not physically assist or be assisted by another runner. After the run, do not sit down or stand still but walk slowly around the outside of the course for one lap. Others could still be running, so be careful to avoid interfering with their progress by staying to the outside of the concourse..

| Wyoming Law Enforcement Academy<br>Physical Fitness Requirements |       |       |       |       |       |       |       |
|--|-------|-------|-------|-------|-------|-------|-------|
| 50 <sup>th</sup> Percentile Entry Level – MALE                   |       |       |       |       |       |       |       |
| Test   | 20-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 |
| 1 Minute Sit-up  | 40    | 36    | 33    | 31    | 28    | 26    | 23    |
| 1 Minute Push-up   | 33    | 27    | 24    | 21    | 18    | 15    | 15    |
| 1 ½ mi. Walk/Run   | 12:18 | 12:51 | 13:22 | 13:53 | 14:24 | 14:55 | 15:31 |

| Wyoming Law Enforcement Academy<br>Physical Fitness Requirements |       |       |       |       |       |       |       |
|--|-------|-------|-------|-------|-------|-------|-------|
| 50 <sup>th</sup> Percentile Entry Level – FEMALE                 |       |       |       |       |       |       |       |
| Test   | 20-29 | 30-34 | 35-39 | 40-44 | 45-49 | 50-54 | 55-59 |
| 1 Minute Sit-up  | 35    | 27    | 24    | 22    | 19    | 17    | 12    |
| 1 Minute Push-up   | 26    | 21    | 18    | 15    | 14    | 13    | 10    |
| 1 ½ mi. Walk/Run   | 14:55 | 15:26 | 15:57 | 16:27 | 16:56 | 17:24 | 17:50 |

**Please note that the Casper Police Department conducts a 1 ½ run instead of the 12 minute run.**

**Be aware that Casper's elevation is at least 5100 feet above sea level. Please consult a physician if you have any medical concerns regarding this testing process.**

## CITY OF CASPER POLICE DEPARTMENT'S REQUIREMENTS

IT IS YOUR RESPONSIBILITY TO READ AND UNDERSTAND ALL THE BELOW REQUIREMENTS. THESE REQUIREMENTS ARE ABSOLUTE AND WAIVERS WILL NOT BE GRANTED.

1. Minimum age – 21
2. Citizen of the United States
3. High school graduate or GED certificate of equivalence
4. Must be legally qualified to possess and purchase a firearm. (No felony convictions, no convictions for any misdemeanor crime of domestic violence, not subject to any court ordered restraining order prohibiting harassing, stalking or threatening another, etc.)
5. Have a valid driver's license and be insurable to operate a City vehicle
6. No applicant for employment will be considered by this Agency when the applicant has a history of extensive illicit drug use, or any history of delivery or transportation of a controlled substance for profit, or is a "current" user of illicit drugs. "Current" use is any use of marijuana or the abuse of prescription drugs that has occurred within the PAST THREE (3) YEARS, or the use of any other illicit drug (cocaine, methamphetamine, LSD, etc.) within the PAST FIVE (5) YEARS. Any illicit drug involvement is subject to review to determine suitability for employment.
7. Proof at any time of bad character, felony conviction, criminal activity, or other undesirable habits of any applicant, or of any false statements or omissions made by him/her in the application or in the examination, shall be deemed sufficient cause to exclude an applicant from examination or for removal from an eligibility list.
8. Applicant must pass the following exams, interviews or background checks:
  - A. Written Test
  - B. Wyoming Law Enforcement Academy (WLEA) Required Physical Fitness Training Entry Test
  - C. Oral Interview
  - D. Certification from Civil Service Commission
  - E. Integrity Interview
  - F. Interview with Police Chief
  - G. Drug Screen
  - H. Background Investigation
  - I. Conditional Offer - Must then pass the following:
    1. Polygraph
    2. Psychological exam
    3. Medical exam – If an applicant decides not to accept employment with the Police Department, he/she will be responsible for the physician's bill as well as any exams associated with the physical or psychological exam, to include the blood screen, drug screen, audiogram, vision exam, and x-rays.



## City of Casper Police Department Employee Benefits

The City of Casper offers a wide variety of benefits, including the following:

- \* Beginning salary: \$47424.00; after four years: \$57678.40  
Salary figures are approximate; please call Human Resources for current salary figures.
- \* Paid Vacation (beginning with 10 days per year; 15 days after 4 years; 20 days after 9 years; 22 days after 14 years; 25 days after 20 years), Holidays and Disability Leave
- \* Health & Dental Insurance primarily paid by the City (see details below)
- \* Short and Long Term Disability Insurance
- \* Education Pay –additional incentive based on level of education
- \* Uniform Allowance
- \* Retirement Plan with both City and employee participating. Per state statute, eligible for retirement after 20 years of continuous service
- \* Life Insurance in amount of annual salary, up to \$32,000 maximum, paid by the City, with option to purchase additional and/or dependent life
- \* Credit Union, Deferred Compensation, Wellness Program, Employee & Family Assistance Program

### **HEALTH AND DENTAL BENEFITS:**

The City's plan is self funded. Health benefits are administered by CNIC Health Solutions and dental benefits are administered by Delta Dental. A minimum 30-day waiting period and pre-existing condition clause exists.

#### Deductibles:

##### Health:

Individual: \$1500 per calendar year.

Family: \$3000 family maximum per calendar year

##### Dental:

Individual: \$50 per calendar year

Family: \$150 family maximum per calendar year

#### Employee Premium Contribution:

Single - \$135.50 per month

Employee + Children – \$250.68 per month

Employee + Spouse - \$271.00 per month

Family - \$355.28 - per month

#### Coinsurance:

80/20 up to \$3,000; then 100% coverage. \$3,000 individual out-of-pocket maximum; \$6,000 family out-of-pocket maximum.

**Benefits Are Subject to Change at the Discretion of the City Manager/Council**